



19444 Norwalk Blvd.
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ABCFT Representative Council February 4, 2021 Minutes

Call to Order: 3:00 pm Patty Alcantar, Kelley Forsythe, Ray Gaer, Tanya Golden, Daren Ham, Megan Harding, Michael Hartshorn, Diane Jhun, Ruben Mancillas, Connie Nam, Stefani Palutzke, Richard Saldana (NV), Rachel Santos, Ka Yang.

Absent:

Quorum of Sites and Officers

Approval of Agenda:

M	S	O	P	F
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Approval of Minutes of 1/7/21:

M	S	O	P	F
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Approval of Treasurer's Report:

M	S	O	P	F
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5 mins.

Ledger displayed. Staff reimbursement for Sep. and Oct. included, and so catching up. Costs as usual: Copier lease; lawyer on retainer; LA Fed of Labor; per caps. Patty Alcantar won \$500 sponsoring. Open enrollment now, and raffle offered. Will help file claims, easy process. Please check in to update policy, answer questions, check on updates.

Timed Item: Leann Blaisdell from NTA

10 mins.

National Teachers Associates Life Insurance Company

NTA is part of Horace mann company so still have benefits and then the Horace mann hospitalization benes, home and auto, cash value term life.

Old Business:

1. YOUnion updates Tanya 2 mins.
 - a. CFT Convention update
Delegate election process began, and less people accepting nominations than allotted slots, it is an uncontested election so no need to run official ballots. Meeting Feb 22 to go over resolutions and protocols.
 - b. Open House: Many emails from teachers re: nature and design of open house. Need collaborative discussion on what is acceptable, needed resources and support for creation, if want above and beyond need to provide it. Harder on teachers who are teaching at multiple sites, doubling and tripling the work. Staff must agree. Discussion with Melinda Ortiz today that she will discuss

with principals to deliver message. Staff parade suggested and is against health orders, if underlying condition there should be an alternative.

2. Academic Services

Kelley/Rich/Stef/Theresa 15 mins.

[Talking Points](#)

ES: SBAC may have in person testing. health expectations need to be met. IT planning on secure browser, students with own devices will need to pick up district one. End of Feb to begin assessing needs, roll out soon, testing after spring break. Writing test, WHS application process: being finalized and will roll out soon. Social Studies: vote now, public viewing in March and the orders in by June. Concerns with PD discussed with Beth Bray, will be reaching out to other teachers for expertise with other apps; writing session had no resources so need to amp up, and grade level multi-site collaboration needed.

Secondary: Thanks to negotiations for day off of PL yesterday. Survey for new topics coming mid-Feb. World language: material distribution, online access, librarians will notify staff when they arrive, late Feb meeting with site reps. Chemistry feedback brought up, talked with stemscores for revisions, built for hands-on so may not know what is happening until we return. ELA and Math classes have to take benchmark. ELA benchmark reduced in size thanks to teacher feedback. Summer school applications out in mid-Feb. Dates June 21-July 23, all online. AP teachers excused from ELA benchmark, email Audry Rios to confirm.

SPED: do not know when return to school, TK-2 would be first. AHS will be going through modernization, working on getting a different location for specialists to do assessments. Many districts doing in person assessment March 8 next Props meeting, link for form to do Wed. job alike. Link for students with ADHD supports.

Nurses: discussion with athletic coaches at CHS re return to school. AFPP recommend cardiac examination before entering and physical activity if students have had covid, see links. For nurses, will communicate with physicians and families to make sure the notes arrive and are understood. Also making sure communication lines are clear so know about cases of covid, any notes on this brought to teachers should go to office directly so they are reported to nurses. Nurses still contacting students and families re restrictions of travel, attendance, getting them resources and supports. Still cannot do mandated sight and hearing tests due to online environment, but if teacher notices an issue please contact school nurse so they can follow up.

3. Negotiations update

Ruben

15 mins.

Bond and CARES Act paying for communications amplification systems at sites, in place before fall. Passwords are an issue, hackers getting in and creating havoc, creating new . New servers that take pics , demo phone system upgrade as well. Looking at updated doc cams that are more streamlined to use; plan is to be out of



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hybrid around December 2021, depending on infection rate.

<https://covid19.ca.gov/state-dashboard/>

Feb 1st reopening plan submitted to access money, mostly OSHA compliance. Many considerations still not addressed. Return hybrid tied to case rates in county, no rush back, phased in, so TK - 2nd first and 3-6 if numbers improve. Summer school virtual, likely start the year hybrid likely, still negotiating. Adjustment to minutes required from state, so that requires negotiations with district. Need calendar in place, possible additional days, earlier start with compensation needed. Impacts family schedules. Grading policies need addressing. Salary and benes need negotiating for next year especially with all the new work and changes coming. Will there be a schedule designated by district? Not as of yet but likely addressed in calendar discussions. Hybrid models being discussed, A-B right now and what will the minutes look like within it. What it looks like concerns teachers re work required to balance both environments. Hybrid needs to be doable for parents so they are not running in many directions. Vaccines top priority, not teaching both online and in person simultaneously. Loss of families if hybrid in the fall? maybe, but doing things right, viable for all matters first, may affect this. Retro, off-scale components to compensation? Still under discussion. Political arena: Newsome under pressure with recall, legislature pushing back, some elements pushing for reopening and groups like CFT pushing for safety first. Makes the dynamic with district negotiation interesting, they are trying to use state as mandates influencing their negotiations. Many other places having worse issues by turning on each other. Vaccines from distinct--shortage so cannot get them. KP and Blue Shield will distribute but they have a shortage. Pressure building to open, outbreaks not happening at schools in OC, but needs are not met, how to make classrooms and site look and feel safe, what protocols are needed? Attendance: what is truly being in class? Secondary policy eroded definition and failed. Shouldn't be site-to-site, should be district wide. Needs decoupling from grades because of students gaming the system. Principals need to understand how messy it is so they tell their bosses. Need better direction on attendance re camera, responding, etc. This is being negotiated. Most needy learners: careful with non engaged learners removed from class. Litigious environment.

New Business:

1. Committees

- a. PAL Council Kelley 5 mins.
At first no survey, but really need some type of feedback. Will go ahead with 6 district questions, plus 2 on racial equity and sexual harassment. will be separated out so can see by site. No free comment section. Survey will be out tomorrow and open until the 19th, let staff know. will be tabulated and examined by Union PAL reps and then with district committee.
- b. Health Benefits Megan 2 mins.
Headspace is free app, mental health benes for employees, different programs and contact numbers. Burnham, HB broker, gives information on laws etc. Focus in meetings is on mental health. Visit [ABCUSD Health](#) for more info, good infor and organized.
- c. Equity Ray 2 min
Met monthly, 70 signed up, and average around 35. Ordered 3 books for book club started and lookin for community partners such as food banks, looking at other unions' work, other districts to learn more about what their equity officers do. Goal to communicate and educate fellow teachers as there is a wide span of practice and understanding. Will publish in Union newsletter regularly to start conversations and sharing.
Equity Officer position: need clear, some arguments of job suits and scope, supervisor or director position, and paid less than VP. Not a good plan, but at least there is a position for union to engage with. Opens door some, more to come. Need a valued position that is not a stepping stone but is paid out of LCAP. Ray took them to task on many parts of this plan.

2. Site Issues All 10 mins.

_____ Ventilation: Will have Merv 8 for classrooms, using Cares money for it (\$250,000 each, not from gen fund). Shower curtains on campus, temp washing stations.
Principals left out so they want to be part of discussion.

Vice President's Reports:

None.

President's Report:

Visited Nixon, asked K team what is needed to open? Mental Health supports, help parents with new students with new environment in the pandemic. Middle school will be a huge adjustment because haven't been on campus.

Good of the Order:



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Happy birthday Rosa Parks!

2 3-day weekends in a row!

Thanks to all teachers, the only reason that the community is not pushing back on us is the hard work and amazing job teachers are doing. Superintendent is constantly bragging to other superintendents

Social Media Contacts:

Facebook: @<https://www.facebook.com/Local2317/> (ABC Federation of Teachers)

Twitter: @abcteachernews

Our Blog Site: @<http://abcteachernews.blogspot.com/>

Upcoming Dates:

YOUNion Chat Tuesdays, 3:00 p.m. - 4:00 p.m. Virtually

YOUNion Wellness Wednesdays, Guided Meditation and Chair Yoga, 3:00 - 3:30 p.m.

Virtually

E-Board, February 11, 3:00 p.m. - 4:30 p.m. Virtually

ABC School Board Meeting, February 16, 7:00 p.m. Virtually

Rep Council, March 4, 3:00 - 4:30 p.m. Virtually